



**Commissioners:**  
Kevin Sakamoto, Chair  
Brian Tamamoto, Vice Chair  
Diane Peters-Nguyen  
Gerald Takeuchi  
Kimi Yuen  
Malia Espinda  
Dee Wakabayashi

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## **WRITTEN SUMMARY FOR AUDIO RECORD**

REGULAR MEETING  
FRIDAY, APRIL 3, 2020

COUNCIL CHAMBERS  
3rd FLOOR, HONOLULU HALE  
HONOLULU, HAWAII 96813

The time references below indicate the point in the audio recording when the stated actions began.

1. CALL TO ORDER

[1:30 p.m.][15 second mark]

The meeting of the Salary Commission was called to order by Commission Chair Sakamoto at 1:35 p.m. Commissioners Espinda, Peters-Nguyen, Sakamoto, Tamamoto, Takeuchi, and Yuen were present at the meeting.

Commissioner Wakabayashi appeared via teleconference.

### **WELCOME BY COMMISSION CHAIR**

At this juncture, Commission Chair Sakamoto welcomed the Commissioners at the meeting. Commission Chair Sakamoto went over general housekeeping matters relating to conduct at the meeting, including announcing that only written testimony was accepted due to the COVID-19 pandemic.

2. APPROVAL OF MINUTES OF THE FEBRUARY 28, 2020, MEETING.

[1:32 p.m.][2 minute mark]

Commission Chair Sakamoto asked for a motion to approve and file the minutes of the last Commission meeting. A motion was made by Commissioner Tamamoto and seconded by Commissioner Takeuchi.

[1:33 p.m.][2minute, 37 second mark]

The minutes of the regular session of January 30, 2020 were approved and filed.

3. PUBLIC TESTIMONY ON THE PERMITTED INTERACTION GROUP'S PROPOSED SALARIES AND SALARY SCHEDULES FOR FY 2020-2021 AS RPRESENTED AT THE FEBRUARY 28, 2020 MEETING OF THE SALARY COMMISSION.

[1:33 P.M.][3 minute]

Commission Chair reminded the commissioners and others present or observing that the purpose of the meeting was to receive testimony and that all deliberation and decision making is reserved for the next and final meeting on April 16, 2020.

COMMISSIONER YUEN'S STATEMENT

[1:34 P.M.][4 minute, 5 second mark]

Commissioner Yuen stated made a disclosure and announced her intention to recuse herself from the voting on certain positions.

CHAIR SAKAMOTO READS WRITTEN TESTIMONY FOR THE AUDIO MINUTES

[1:35 p.m.][5 minute mark]

First testimony: Member of the public, Susan Malterre-Htun:

Due to the current pandemic of COVID-19, which has required hotels, restaurants, small business and other venues to close, there are an unprecedented number of individuals filing for unemployment. The economy, based on tourism, is suffering. It would be inappropriate, and unthinking, to consider raises for employed personnel among huge layoffs of taxpayers. No pay increases should be considered at this time.

[1:36 p.m.][5 minute, 45 second mark]

Second testimony: Director of Human Resources, Carolee Kubo, on the Corporation Counsel position:

Director Kubo requests a three percent increase for Corporation Counsel as that position was not included in the Salary Commission's P.I.G. recommendations. Without the three percent increase, the position of Corporation Counsel salary will be less than that of other department heads. While the difference in salaries would be small, Director Kubo, does not think that such a discrepancy accurately reflects the scope and responsibility of the position.

[1:36 p.m.][6 minute, 30 second mark]

Third testimony: Mayor's Office, Managing Director Roy Amemiya, Jr. on the Band Director's position:

Managing Director Amemiya asks that the Salary Commission reconsider the P.I.G.'s recommendation not to include a salary increase for the position of the Director of the Royal Hawaiian Band.

The Royal Hawaiian Band is a historically significant and iconic band. The duties of the Director are extensive and include directing over 300 shows each year, often performing more than once in a day, organizes shows, coordinates with venues, runs rehearsals, manages 32 personnel, and handles the band's budget. Further, the skill level of the Band Director is much higher than that of a high school band director. Director Amemiya would appreciate the consideration of the commission in including a salary increase for the Royal Hawaiian Band Director.

[1:37 p.m.][7 minute, 25 second mark]

Fourth testimony: Director of Human Resources, Carolee Kubo on the Band Director position:

Director Kubo requests a three percent increase for the Director of the Royal Hawaiian Band. The Royal Hawaiian Band represents the City in public events and provides a wide variety of music for the educational and cultural needs of the community.

The position of Band Director plays a vital role in perpetuating the cultural heritage upon which the band was founded and requires commitment and technical skill. To recognize that valuable role and for fairness and equity, the Band Director should receive the same proposed increase as other Department Heads.

[1:37 p.m.][8 minute, 18 second mark]

Commission Chair Sakamoto asks for questions.

[1:38 p.m.][8 minute, 20 second mark]

Commissioner Tamamoto states that he is a member of the PIG and notes that when the salary proposals were discussed the COVID-19 pandemic was not a consideration and asked that the Chair consider, per public testimony received, placing a proposal for a zero percent salary increase across all positions on the next meeting's agenda due to the economic impact of COVID-19.

[1:40 p.m.][10 minute, 23 second mark]

Commissioner Peters-Nguyen made a comment that the rational of the PIG's suggestions were unclear.

#### 4. SCHEDULING OF FINAL MEETING DATE, TIME, AND LOCATION

[1:41 p.m.][11 minute, 27 second mark]

Chair Sakamoto announces that the next and final meeting of the Salary Commission is scheduled for Thursday, April 16, 2020, at 1:30 p.m. in the Council Committee room. Chair Sakamoto notes that for safety reasons, due to COVID-19, the location may change to the Council Chamber.

Chair Sakamoto reaffirms the Commission's intent to engage in deliberation and decision-making regarding the establishment of salaries and salary schedules for the positions specified under Section 3-122 of the City Charter and that the Salary Commission must submit its resolution and findings of fact to the Council and Mayor no later than May 1, 2020.

#### 5. ADJOURNMENT

[1:42 p.m.][12 minute, 10 second mark]

There being no further business and no objections, Commission Chair Sakamoto asked for a motion to adjourn the meeting. Commissioner Peters-Nguyen made the motion to adjourn the meeting and it was seconded by Commissioner Espinda. The meeting was adjourned at 1:42 p.m.

Salary Commission  
April 3, 2020 Meeting